

94-2081 CO, DENVER

06/14/00

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
WASHINGTON D.C. 20210William W. Gross
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2081
Revision No.: 13
Date Of Last Revision: 06/13/2000

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Clear Creek, Denver,
Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Larimer, Logan, Morgan,
Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Mortician	20.60
School Crossing Guard (Crosswalk Attendant)	7.25
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.78
Accounting Clerk II	10.11
Accounting Clerk III	12.14
Accounting Clerk IV	14.75
Court Reporter	13.48
Dispatcher, Motor Vehicle	13.48
Document Preparation Clerk	9.85
Duplicating Machine Operator	9.85
Film/Tape Librarian	10.43
General Clerk I	7.90
General Clerk II	8.85
General Clerk III	9.85
General Clerk IV	11.59
Housing Referral Assistant	14.28
Key Entry Operator I	8.49
Key Entry Operator II	10.14
Messenger (Courier)	7.90
Order Clerk I	9.58
Order Clerk II	10.11
Personnel Assistant (Employment) I	10.28
Personnel Assistant (Employment) II	11.55
Personnel Assistant (Employment) III	13.08
Personnel Assistant (Employment) IV	14.52
Production Control Clerk	14.28
Rental Clerk	10.43
Scheduler, Maintenance	10.43
Secretary I	10.43
Secretary II	13.48
Secretary III	14.28
Secretary IV	16.15
Secretary V	17.93
Service Order Dispatcher	10.43
Stenographer I	11.21
Stenographer II	13.72
Supply Technician	16.15
Survey Worker (Interviewer)	13.48
Switchboard Operator-Receptionist	8.97
Test Examiner	13.48
Test Proctor	13.48
Travel Clerk I	9.46

Travel Clerk II	9.92
Travel Clerk III	10.62
Word Processor I	9.94
Word Processor II	11.40
Word Processor III	13.22
Automatic Data Processing Occupations	
Computer Data Librarian	10.36
Computer Operator I	10.36
Computer Operator II	11.64
Computer Operator III	15.00
Computer Operator IV	16.64
Computer Operator V	18.44
Computer Programmer I (1)	14.15
Computer Programmer II (1)	17.08
Computer Programmer III (1)	20.91
Computer Programmer IV (1)	24.45
Computer Systems Analyst I (1)	20.00
Computer Systems Analyst II (1)	24.95
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.36
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.99
Automotive Glass Installer	16.73
Automotive Worker	16.73
Electrician, Automotive	17.99
Mobile Equipment Service	15.50
Motor Equipment Metal Mechanic	17.99
Motor Equipment Metal Worker	16.73
Motor Vehicle Mechanic	17.99
Motor Vehicle Mechanic Helper	14.45
Motor Vehicle Upholstery Worker	16.73
Motor Vehicle Wrecker	16.73
Painter, Automotive	17.33
Radiator Repair Specialist	16.73
Tire Repairer	14.98
Transmission Repair Specialist	17.99
Food Preparation and Service Occupations	
Baker	11.01
Cook I	10.00
Cook II	11.01
Dishwasher	7.25
Food Service Worker	7.25
Meat Cutter	11.01
Waiter/Waitress	7.90
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.33
Furniture Handler	14.45
Furniture Refinisher	17.33
Furniture Refinisher Helper	14.45
Furniture Repairer, Minor	16.45
Upholsterer	17.33
General Services and Support Occupations	
Cleaner, Vehicles	7.25
Elevator Operator	7.25
Gardener	10.00
House Keeping Aid I	6.52
House Keeping Aid II	7.25
Janitor	7.25
Laborer, Grounds Maintenance	7.90
Maid or Houseman	6.52
Pest Controller	10.58
Refuse Collector	7.25
Tractor Operator	9.27
Window Cleaner	7.90
Health Occupations	

Dental Assistant	10.10
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.10
Licensed Practical Nurse I	11.17
Licensed Practical Nurse II	12.54
Licensed Practical Nurse III	14.04
Medical Assistant	9.03
Medical Laboratory Technician	9.03
Medical Record Clerk	9.03
Medical Record Technician	12.50
Nursing Assistant I	6.55
Nursing Assistant II	7.57
Nursing Assistant III	10.46
Nursing Assistant IV	11.74
Pharmacy Technician	11.25
Phlebotomist	9.03
Registered Nurse I	15.10
Registered Nurse II	18.48
Registered Nurse II, Specialist	18.48
Registered Nurse III	23.32
Registered Nurse III, Anesthetist	23.32
Registered Nurse IV	27.95
Information and Arts Occupations	
Audiovisual Librarian	16.82
Exhibits Specialist I	14.74
Exhibits Specialist II	18.26
Exhibits Specialist III	22.27
Illustrator I	14.74
Illustrator II	18.26
Illustrator III	22.27
Librarian	17.93
Library Technician	15.69
Photographer I	12.43
Photographer II	14.74
Photographer III	18.26
Photographer IV	22.27
Photographer V	27.02
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.90
Counter Attendant	6.90
Dry Cleaner	9.08
Finisher, Flatwork, Machine	6.90
Presser, Hand	6.90
Presser, Machine, Drycleaning	6.90
Presser, Machine, Shirts	6.90
Presser, Machine, Wearing Apparel, Laundry	6.90
Sewing Machine Operator	9.76
Tailor	10.51
Washer, Machine	8.47
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.33
Tool and Die Maker	20.40
Material Handling and Packing Occupations	
Forklift Operator	14.70
Fuel Distribution System Operator	15.50
Material Coordinator	14.87
Material Expediter	14.87
Material Handling Laborer	10.31
Order Filler	11.18
Production Line Worker (Food Processing)	12.87
Shipping Packer	11.44
Shipping/Receiving Clerk	11.44
Stock Clerk (Shelf Stocker; Store Worker II)	11.91
Store Worker I	11.44
Tools and Parts Attendant	12.87
Warehouse Specialist	12.87

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	17.99
Aircraft Mechanic Helper	14.45
Aircraft Quality Control Inspector	11.93
Aircraft Servicer	16.45
Aircraft Worker	16.73
Appliance Mechanic	17.33
Bicycle Repairer	14.98
Cable Splicer	17.99
Carpenter, Maintenance	17.33
Carpet Layer	16.73
Electrician, Maintenance	18.82
Electronics Technician, Maintenance I	16.73
Electronics Technician, Maintenance II	18.25
Electronics Technician, Maintenance III	19.36
Fabric Worker	16.45
Fire Alarm System Mechanic	17.99
Fire Extinguisher Repairer	16.45
Fuel Distribution System Mechanic	17.99
General Maintenance Worker	16.19
Heating, Refrigeration and Air Conditioning Mechanic	17.99
Heavy Equipment Mechanic	17.99
Heavy Equipment Operator	17.99
Instrument Mechanic	17.99
Laborer	7.25
Locksmith	17.33
Machinery Maintenance Mechanic	17.99
Machinist, Maintenance	18.11
Maintenance Trades Helper	14.45
Millwright	17.99
Office Appliance Repairer	17.33
Painter, Aircraft	17.33
Painter, Maintenance	17.33
Pipefitter, Maintenance	17.99
Plumber, Maintenance	17.33
Pneudraulic Systems Mechanic	17.99
Rigger	17.99
Scale Mechanic	16.73
Sheet-Metal Worker, Maintenance	17.99
Small Engine Mechanic	16.73
Telecommunication Mechanic I	17.99
Telecommunication Mechanic II	18.54
Telephone Lineman	17.99
Welder, Combination, Maintenance	17.99
Well Driller	17.99
Woodcraft Worker	17.99
Woodworker	16.73
Miscellaneous Occupations	
Animal Caretaker	8.62
Carnival Equipment Operator	9.27
Carnival Equipment Repairer	10.00
Carnival Worker	7.25
Desk Clerk	6.98
Embalmer	20.60
Lifeguard	7.96
Park Attendant (Aide)	7.80
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.21
Recreation Specialist	9.68
Recycling Worker	9.27
Sales Clerk	6.21
Sport Official	6.21
Survey Party Chief (Chief of Party)	9.37
Surveying Aide	5.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.73
Swimming Pool Operator	11.01

Vending Machine Attendant	9.27
Vending Machine Repairer	11.01
Vending Machine Repairer Helper	9.27
Personal Needs Occupations	
Child Care Attendant	6.98
Child Care Center Clerk	8.69
Chore Aid	6.52
Homemaker	9.67
Plant and System Operation Occupations	
Boiler Tender	17.99
Sewage Plant Operator	17.33
Stationary Engineer	17.99
Ventilation Equipment Tender	14.45
Water Treatment Plant Operator	17.33
Protective Service Occupations	
Alarm Monitor	11.17
Corrections Officer	16.36
Court Security Officer	16.36
Detention Officer	16.36
Firefighter	15.27
Guard I	6.72
Guard II	11.17
Police Officer I	19.18
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.24
Hatch Tender	15.24
Line Handler	15.24
Stevedore I	14.61
Stevedore II	15.85
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.99
Air Traffic Control Specialist, Station (2)	18.61
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	13.17
Archeological Technician II	14.73
Archeological Technician III	18.26
Cartographic Technician	18.26
Cashier	5.82
Civil Engineering Technician	18.26
Computer Based Training (CBT) Specialist/ Instructor	20.00
Drafter I	11.08
Drafter II	12.43
Drafter III	14.74
Drafter IV	18.24
Engineering Technician I	11.87
Engineering Technician II	13.92
Engineering Technician III	16.61
Engineering Technician IV	19.46
Engineering Technician V	22.36
Engineering Technician VI	27.06
Environmental Technician	18.20
Flight Simulator/Instructor (Pilot)	24.95
Graphic Artist	20.00
Instructor	20.60
Laboratory Technician	15.00
Mathematical Technician	19.46
Paralegal/Legal Assistant I	13.48
Paralegal/Legal Assistant II	16.15
Paralegal/Legal Assistant III	19.70
Paralegal/Legal Assistant IV	23.90
Photooptics Technician	19.46
Technical Writer	25.88
Unexploded (UXO) Safety Escort	17.15
Unexploded (UXO) Sweep Personnel	17.15
Unexploded Ordnance (UXO) Technician I	17.15

Unexploded Ordnance (UXO) Technician II	20.75
Unexploded Ordnance (UXO) Technician III	24.87
Weather Observer, Combined Upper Air and Surface Programs (3)	14.58
Weather Observer, Senior (3)	16.53
Weather Observer, Upper Air (3)	14.58
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.30
Parking and Lot Attendant	7.46
Shuttle Bus Driver	12.59
Taxi Driver	11.72
Truckdriver, Heavy Truck	14.90
Truckdriver, Light Truck	10.29
Truckdriver, Medium Truck	14.30
Truckdriver, Tractor-Trailer	14.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the

Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.